

**City of San Bruno and
San Bruno Firefighters Association
Represented by Teamsters Local #856**

Amendment to the

MEMORANDUM OF UNDERSTANDING (MOU)

Pursuant to the Meyers-Millias-Brown Act (Government Code Sections 3500-3510) the parties to the Memorandum of Understanding (MOU) 2012-2016 have agreed to the amendments described below. Except for these amendments, all other provision of the MOU remain unchanged.

Section 6. Salary Plan

The following reflects the understanding as to adjustments, modifications and changes related to salary and/or benefits which were agreed upon:

- (a) 3% increase effective the first full pay period following ratification by the City Council retroactive to first full pay period January 1, 2018
- (b) 3% increase effective the first full pay period in January 2019
- (c) 3% increase effective the first full pay period in January 2020
- (d) 1% market equity adjustment for all represented ranks effective the first full pay period in January 2018
- (e) 1% market equity adjustment for all represented ranks effective the first full pay period in January 2019

Section 23.1 PERS Membership

(a) "Classic" employees in sworn public safety classifications shall continue to be covered by the PERS three percent (3%) at age fifty (50) retirement benefit option. Employees shall continue to contribute 9% of pensionable compensation.


(b) The retirement contract in effect on December 1, 1984, between the City of San Bruno and the Public Employees Retirement System (PERS) on behalf of eligible employees of this unit shall be continued during the term of this Memorandum of Understanding. Final compensation for purposes of calculating retirement benefits shall be based upon the "highest year" method under the Public Employees Retirement System (PERS).

(c) For employees hired on or after January 1, 2013, their retirement benefit shall be as provided by the California Public Employees' Pension Reform Act of 2013 (PEPRA) and AB340 and AB197. **PEPRA members shall pay member contributions pursuant to Government Code Section 7522.30, which shall be at least 50% of normal cost as determined annually by CalPERS, and expressed as a percentage of payroll.**

Section 43. Term

This Memorandum of Understanding, except as otherwise noted, shall remain in effect for those employees employed in the classifications set forth in Appendix "A" for the period from **January 1, 2018, and until December 31, 2020**; except to the extent that such Memorandum of Understanding may be modified by the parties during such period, and shall continue in full force and effect until either superseded by a subsequent Memorandum of Understanding or by such other action of the City Council affecting wages, hours, and conditions of employment of the employees in classifications covered by this Memorandum of Understanding.

Agreed upon by representatives of the City of San Bruno:



Connie Jackson, City Manager

Feb. 8, 2018

Date

Agreed upon by representatives of the San Bruno Firefighters Association, represented by Teamsters Local 856:



Peter Finn, Secretary-Treasurer

2/8/18

Date